

COASTAL PROTECTION AND RESTORATION AUTHORITY
STATE AS A MODEL EMPLOYER (SAME) AGENCY PLAN - 2021

I. PURPOSE

According to the 2017 Annual Disabilities Statistics Compendium, 30% of people with disabilities in Louisiana live in poverty as compared to 16% of people without disabilities. Further, only 33% of people with disabilities are in the workforce as compared to 72% of individuals without disabilities. Executive Order JBE 18-08 recognized that the State of Louisiana has a vested interest in reducing discrimination against people living with a disability, eliminating barriers to meaningful employment and attracting the highest candidates into state employment opportunities. Accordingly, the Executive Order declared that the state should serve as a model employer for business by a commitment to improve hiring, recruitment and retention of individuals with disabilities, with the goal that 7% of the state work force be comprised of persons living with a disability.

II. CURRENT WORKFORCE

In order to establish a baseline from which to begin working toward satisfaction of the 7% goal, CPRA participated in the SAME Task Force Survey. According to the results rendered on October 12, 2020, 13.0% of CPRA's workforce identified as having a disability.

III. EXECUTIVE ORDER DIRECTIVES

1. Designate a staff person who will be responsible for overseeing the development, implementation, monitoring, and evaluation of effective strategies to attract, engage, and advance people with disabilities;
2. Implement strategies for employment of people with the most significant disabilities, including utilizing the state's supported employment program, customized employment strategies, and civil service testing exemptions, when appropriate and in accordance with standards established by the Department of State Civil Service;
3. Increase awareness of the State's disability employment support and services, and utilize the resources, services, and funding available through Louisiana

3. Retention of employees with disabilities - 2021 Goals

- a. CPRA recognizes that developing a culture where employees with disabilities are treated with respect and recognized for what they can do rather than for their limitations is the best way to retain these individuals in the workforce. CPRA shall establish a requirement that all employees complete training regarding Disability Awareness and Disability Etiquette as offered by the Comprehensive Public Training Program (CPTP). Employees must complete training within the first 30 days of their hire date, and every 3 years thereafter.
- b. CPRA will place on both its intranet and internet sites information regarding pertinent employment policies, particularly those prohibiting employment discrimination/harassment, and contact information to ask questions regarding those policies, report complaints and request accommodations.
- d. CPRA will attempt to better identify individuals with disabilities in its current workforce both to provide a better employment experience to those individuals and to assess the need for action and identify progress under this plan.

V. ADDITIONAL INFORMATION

CPRA reserves the right to revise and customize components of this Annual Plan.

Questions regarding this Plan should be addressed to the Human Resources Division.

CPRA	2020		2019		2018	
	Employees=	167	Employees=	181	Employees=	181
Participants	131	78.44%	113	62.4%	54	29.8%
Yes - Disability	22	13.17%	20	11.0%	11	6.1%
Physical	9	5.39%	4	2.2%	2	1.1%
Intellectual	1	0.60%	0	0.0%	0	0.0%
Behavioral	5	2.99%	8	4.4%	6	3.3%
Sensory	3	1.80%	1	0.6%	0	0.0%
Disease	7	4.19%	9	5.0%	3	1.7%
doesn't want to report disability type	1	0.60%	0	0.0%	0	0.0%
No - Disability	106	63.47%	89	49.2%	41	22.7%
<i>Does not want to disclose</i>	3	1.80%	4	2.2%	2	1.1%
SSDI yes	3	1.80%	6	3.3%		
SSDI no	11	6.59%	8	4.4%		
SSDI unsure	7	4.19%	6	3.3%		
affects work A Great Deal	0	0.00%	0	0.0%		
affects work A Lot	0	0.00%	1	0.6%		
affects work Moderately	4	2.40%	5	2.8%		
affects work A Little	7	4.19%	8	4.4%		
affects work None At All	11	6.59%	6	3.3%		
affects life A Great Deal	0	0.00%				
affects life A Lot	2	1.20%				
affects life Moderately	4	2.40%				
affects life A Little	7	4.19%				
affects life None At All	8	4.79%				